

EMW-2020-GR-APP-00031

Application Information

Application Number: EMW-2020-GR-APP-00031

Funding Opportunity Name: Fiscal Year (FY) 2020 Targeted Violence and Terrorism Prevention (TVTP) Program

Funding Opportunity Number: DHS-20-TTP-132-00-01

Application Status: Pending Review

Applicant Information

Legal Name: Twenty-Nine Palms Band of Mission Indians

Organization ID: 16909

Type: Native American tribal governments (Federally Recognized)

Division:

Department: Tribal Administration

EIN: (b)(6)

EIN Shared With Organizations:

DUNS: 962397191

DUNS 4: 0000

Congressional District: Congressional District 36, CA

Physical Address

Address Line 1: 46-200 Harrison Place

Address Line 2: [Grantee Organization > Physical Address > Address 2]

City: Coachella

State: California

Province:

Zip: 92236-2031

Country: UNITED STATES

Mailing Address

Address Line 1: 46-200 Harrison Place

Address Line 2: [Grantee Organization > Mailing Address > Address 2]

City: Coachella

State: California

Province:

Zip: 92236-2031

Country: UNITED STATES

SF-424 Information

Project Information

Project Title: Raise Awareness About Targeted Violence and Terrorism Prevention

Program/Project Congressional Districts: Congressional District 36, CA

Proposed Start Date: Wed Sep 30 00:00:00 GMT 2020

Proposed End Date: Fri Sep 30 00:00:00 GMT 2022

Areas Affected by Project (Cities, Counties, States, etc.): Twenty-Nine Palms Indian Reservation, Riverside County, San Bernardino County, State of California

Estimated Funding

Funding Source	Estimated Funding (\$)
Federal Funding	\$149822
Applicant Funding	\$0
State Funding	\$0
Local Funding	\$0
Other Funding	\$0
Program Income Funding	\$0
Total Funding	\$149822

Is application subject to review by state under the Executive Order 12373 process? Program is not covered by E.O. 12372.

Is applicant delinquent on any federal debt? false

Contacts

Contact Name	Email	Primary Phone Number	Contact Types
Anthony Madrigal	(b)(6)		Authorized Official Secondary Contact
Darrell Mike			Signatory Authority
Shawn Muir			Primary Contact

SF-424A

Budget Information for Non-Construction Programs

Grant Program: Targeted Violence and Terrorism Prevention Grant Program

CFDA Number: 97.132

Budget Object Class	Amount
Personnel	\$98000
Fringe Benefits	\$23520
Travel	\$14736
Equipment	\$0
Supplies	\$0
Contractual	\$0
Construction	\$0
Other	\$0
Indirect Charges	\$13626
Non-Federal Resources	Amount
Applicant	\$0
State	\$0
Other	\$0
Income	Amount
Program Income	\$0

How are you requesting to use this Program Income? [\$budget.programIncomeType]

Direct Charges Explanation:

Indirect Charges explanation: De Minimis 10% rate

Forecasted Cash Needs (Optional)

	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
Federal	\$	\$	\$	\$
Non-Federal	\$	\$	\$	\$

Future Funding Periods (Years) (Optional)

First	Second	Third	Fourth
\$	\$	\$	\$

Remarks:

SF-424C

Budget Information for Construction Programs

Assurances for Non-Construction Programs

Form not applicable? false

Signatory Authority Name: Anthony Madrigal

Signed Date: Fri Jun 05 00:00:00 GMT 2020

Signatory Authority Title: Tribal Chairman

Certification Regarding Lobbying

Form not applicable? false

Signatory Authority Name: Anthony Madrigal

Signed Date: Fri Jun 05 00:00:00 GMT 2020

Signatory Authority Title: Tribal Chairman

Disclosure of Lobbying Activities

Form not applicable? true

Signatory Authority Name: Darrell Mike

Signed Date:

Signatory Authority Title:

Application for Federal Assistance SF-424

* 1. Type of Submission:

- ☐ Preapplication
☒ Application
☐ Changed/Corrected Application

* 2. Type of Application:

- ☒ New
☐ Continuation
☐ Revision

* If Revision, select appropriate letter(s):

* Other (Specify):

* 3. Date Received:

05/21/2020

4. Applicant Identifier:

5a. Federal Entity Identifier:

5b. Federal Award Identifier:

State Use Only:

6. Date Received by State:

7. State Application Identifier:

8. APPLICANT INFORMATION:

* a. Legal Name:

Twenty-Nine Palms Band of Mission Indians

* b. Employer/Taxpayer Identification Number (EIN/TIN):

(b)(6)

* c. Organizational DUNS:

9623971910000

d. Address:

* Street1:

46-200 Harrison Place

Street2:

* City:

Coachella

County/Parish:

Riverside

* State:

CA: California

Province:

* Country:

USA: UNITED STATES

* Zip / Postal Code:

92236-2031

e. Organizational Unit:

Department Name:

Division Name:

f. Name and contact information of person to be contacted on matters involving this application:

Prefix:

Mr.

* First Name:

Shawn

Middle Name:

* Last Name:

Muir

Suffix:

Title:

Director of Tribal Programs

Organizational Affiliation:

Full-time employee

* Telephone Number:

(b)(6)

Fax Number:

* Email:

(b)(6)

Application for Federal Assistance SF-424

* 9. Type of Applicant 1: Select Applicant Type:

I: Indian/Native American Tribal Government (Federally Recognized)

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

* Other (specify):

* 10. Name of Federal Agency:

Department of Homeland Security - FEMA

11. Catalog of Federal Domestic Assistance Number:

97.132

CFDA Title:

Financial Assistance for Targeted Violence and Terrorism Prevention

* 12. Funding Opportunity Number:

DHS-20-TTP-132-00-01

* Title:

Fiscal Year (FY) 2020 Targeted Violence and Terrorism Prevention (TVTP) Program

13. Competition Identification Number:

Title:

14. Areas Affected by Project (Cities, Counties, States, etc.):

Add Attachment

Delete Attachment

View Attachment

* 15. Descriptive Title of Applicant's Project:

Raise Awareness About Targeted Violence and Terrorism Prevention

Attach supporting documents as specified in agency instructions.

Add Attachments

Delete Attachments

View Attachments

Application for Federal Assistance SF-424**16. Congressional Districts Of:*** a. Applicant * b. Program/Project

Attach an additional list of Program/Project Congressional Districts if needed.

Add Attachment

Delete Attachment

View Attachment

17. Proposed Project:* a. Start Date: * b. End Date: **18. Estimated Funding (\$):**

* a. Federal	<input type="text" value="149,822.00"/>
* b. Applicant	<input type="text" value="0.00"/>
* c. State	<input type="text" value="0.00"/>
* d. Local	<input type="text" value="0.00"/>
* e. Other	<input type="text" value="0.00"/>
* f. Program Income	<input type="text" value="0.00"/>
* g. TOTAL	<input type="text" value="149,822.00"/>

*** 19. Is Application Subject to Review By State Under Executive Order 12372 Process?**

- ☐ a. This application was made available to the State under the Executive Order 12372 Process for review on .
- ☐ b. Program is subject to E.O. 12372 but has not been selected by the State for review.
- ☒ c. Program is not covered by E.O. 12372.

*** 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes," provide explanation in attachment.)**☐ Yes ☒ No

If "Yes", provide explanation and attach

Add Attachment

Delete Attachment

View Attachment

21. *By signing this application, I certify (1) to the statements contained in the list of certifications and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances** and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)**

☒ ** I AGREE

** The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

Authorized Representative:

Prefix: * First Name:

Middle Name:

* Last Name:

Suffix:

* Title: * Telephone Number: Fax Number: * Email: * Signature of Authorized Representative: * Date Signed:

Cover Page

1. The name of entity applying

The Twenty-Nine Palms Band of Mission Indians

2. The primary location (city/county and state/D.C./territory) of the applicant and the location(s) of activities (if different)

The Tribe's Reservation is divided into separate sections, across two counties in southern California. Project activities will be conducted at both of these Reservation sections located near the following municipalities:

Twentynine Palms, California (San Bernardino County)

Coachella, California (Riverside County)

3. The name of the application track

Replication Track

4. The name of the project type (or types if applying in Local Prevention Framework Track)

Training and Awareness Raising

5. Project abstract, approximately 200 words, suitable for public release, describing the core elements of the proposed project

The Twenty-Nine Palms Band of Mission Indians proposes to use grant funding to hire two Tribal Public Safety Department Captains, dedicated to addressing and raising awareness toward targeted violence and terrorism prevention on the Reservation. The hired Captains will attend State and Local Terrorist Training to acquire knowledge on how to effectively counter and identify violent extremist influences in the community. These staff will then convey this information in English and Spanish to Tribal members and employees through Community Awareness Briefings. These Briefings are designed to educate and train participants on how violent extremism movements recruit individuals to commit violent or illegal acts, and how they can negatively impact individuals, families, and communities. Participants will learn how to effectively respond and intervene, consequently preventing the spread of extremist influences in the community. The Tribe will integrate Briefing fundamentals into existing employee training standards, which will promote long-term targeted violence and terrorism prevention in the community.

Project Narrative

1. Needs Assessment

Countering targeted violence and domestic terrorism is among the most complex challenges facing state, local, tribal, and territorial law enforcement entities. The motivations of violent extremists to commit acts of terror against specific groups of people are wide-ranging and shaped by a variety of factors. They are oftentimes radicalized early in life by extremist influences through a variety of mediums. Minimizing and negating the influences that inspire incidences of violent extremism is a complicated task due to their pervasive, virulent nature. Research studies identify that raising community awareness of these violent ideas through education and outreach as an effective means to preventing at-risk groups from becoming radicalized, therefore stopping potential acts of targeted violence and terrorism. In order for an organization or government body to achieve an effective terrorism awareness campaign, they must have appropriately trained personnel, and an organizational foundation capable of sustaining the program. The Twenty-Nine Palms Band of Mission Indians have built an effective Tribal Public Safety Department (TPSD) capable of responding to and preventing a variety of threats, including those that are terrorism related. However, the department personnel do not have the knowledge or expertise to administer the difficult outreach measures necessary to prevent extremist violence within the Tribal community and employee community. This gap in capability must be addressed with urgency to protect these communities. Additionally, there are limited resources dedicated to terrorism awareness prevention in the local community. The nearest terrorism awareness class is provided by the Riverside County Sheriff Department on an annual basis, and held at their training facility in Riverside, approximately 80 miles away from the Reservation.

The **target population** for the proposed program consists of Tribal members, and Tribal government and enterprise employees. There are 25 members of the Twenty-Nine Palms Band of Mission Indians – a small population compared to nearby tribes. Tribal member ages range from children to elders, and are nearly equal in gender between male and female. Adult members are employed in a variety of professions within the greater community. Though a small population, the Tribe is similarly susceptible to violent extremist persuasions and actions like other large communities. Violent extremists may perceive the small size of the Tribe as a vulnerability, making them more susceptible to radical influences and ideas. Alternatively, they may target the Tribe for acts of ethnically or racially motivated violence. This reality is made more potent when considering the active role the Tribe achieves within the local community. Charitable contributions are at the forefront of the Tribe's mission to support public good causes, which also casts attention on the Tribe itself.

The Tribe owns and operates a variety of business enterprises across its Reservation, employing approximately 700 people, or "Team Members", from the surrounding community, who function as a community in their own right. Team Members fill a variety of positions within specific departments across the Reservation, that support overall business and government operations. These individuals range from 18 to over 65 years old, come from diverse backgrounds, and are divided nearly equally between gender. A significant number of these individuals speak Spanish as their primary language. They are a cornerstone of the Tribe's sustained success in business and governmental affairs, fostering a positive public reputation. To safeguard this legacy, the Tribe must acknowledge the widespread threat of ethnically-motivated violent extremism and its ability to infiltrate the work place. Countering these destructive motivations requires persistent community education and engagement.

The TPSD was established when the Tribe's first casino enterprise was opened in 1995. Since then, this **resource** has grown in size and capacity through training, development of policies and procedures, and networking with outside law enforcement. Currently, this department is headquartered in both of the Tribe's Reservation sections, in San Bernardino County and Riverside County. There are approximately 64 TPSD personnel who are managed by the Director of Public Safety. TPSD officers maintain security on the Reservation and ensure the safety of all visitors and Tribal members.

The Tribe has built TPSD capabilities by pursuing grant opportunities that have awarded the department equipment such as an emergency response vehicle, handheld emergency radios, and protective vests. These assets provide the Tribe with significant capacity to protect the public from acts of terrorism. The TPSD strives to continue building terrorism prevention and response capabilities, as it is essential to maintain a resilient program and ensure no lapse in protection.

2. Program Design

The Tribe currently lacks the programmatic capacity to prevent early-phase terrorism, whereby vulnerable individuals are more susceptible to radicalization from extremist influences. In this phase, resources are committed to preventing individuals from becoming further radicalized, ultimately stopping their mobilization to targeted violence. The Tribe will commit to this strategy by using funding to hire two TPSD Captains, with at least one fluent in Spanish, and sending them to State and Local Anti-Terrorism Training (SLATT) courses. These courses teach participants terrorism prevention according to preparation, protection, disruption, and training fundamentals. The Captains will utilize this newly acquired knowledge by making the community aware of extremist threats, by researching the latest information and then conducting their own community awareness briefing (CAB) workshops for Tribal members and Tribal employees. Workshops will be conducted in both English and Spanish, and designed to help participants develop an understanding of violent extremist recruitment tactics and explore ways to prevent such threats at the local level. CAB's will increase overall community resilience to radicalization influences.

Hiring these TPSD Captains to perform terrorism prevention outreach will then allow the Tribe to incorporate these activities into a long-term training program for Tribal members and employees. The highlighted activities funded by this grant directly supports Goal 3 of the DHS' Strategic Framework for Countering Terrorism and Targeted Violence. This goal focuses purely on preventing terrorism and targeted violence, primarily through strengthening societal resistance against the drivers of violent extremism and ensuring broad awareness of terrorism threats and targeted violence. Hiring and training additional staff focused on preventing terrorism and violent extremism through community awareness briefings, significantly expands the Tribe's terrorist prevention capacity. A condensed, English and Spanish version of the CAB workshop will be integrated into the Tribe's standard training procedures for all new employees. This will ensure the terrorist prevention and targeted violence awareness messaging continues far into the future and will be understood by all. Continued terrorism awareness campaigns foster a safer, and more resilient community to radical extremism. Therefore, the project will outlive the performance period of the grant. This supports the Tribe's ultimate goal of protecting the community from terrorism.

Within the grant timeframe, the Tribe will achieve a specific set of objectives for project activities. These objectives are specific, measurable, achievable, relevant, and time-bound, and include the following:

- Hire two (2) TPSD Captains, with at least one fluent in Spanish, and both possessing relevant background in terrorism prevention, within three months after grant executed.
- Send Captains to four (4) specialized SLATT Program training courses, within 2-year grant timeframe.
- Conduct twelve (12) CAB workshops for both Tribal members and employees within the 2-year grant timeframe.
- The Captains will work with the Tribal Human Resources Department to schedule and conduct English and Spanish CAB workshops and integrate this education into new employee orientation, through appropriate multimedia formats by the end of the grant period.

3. Organization and Key Personnel

The Twenty-Nine Palms Band of Mission Indians Reservation consists of two parcels which are located in Twentynine Palms, and Coachella, California. The current Reservation is approximately 470 acres. The Tribe executes substantial governmental powers over its Reservation lands, including holding Tribal Council meetings to review information and adopt Tribal Resolutions and Ordinances. These documents form the legal basis for the operation of the TPSD. The TPSD, developed in 1995, was one of the first departments that the Tribe created, exemplifying its commitment to protecting its members, visitors, employees, and property. The Tribal Programs Department has supported multiple governmental programs over the last 23 years through federal and state grants. This experience in grants administration positions the Tribe to successfully deliver the intended outcomes of the project.

Mr. Edward Bennett, Tribal Public Safety Department Director, oversees the Tribal Public Safety Department and its staff of 64 officers. He has worked over 23 years in law enforcement, including serving as Lieutenant/Watch Commander for a local police department. Edward has extensive knowledge and experience in different facets of law enforcement including training, terrorism, narcotics and SWAT.

Mrs. Shawn Muir, Tribal Programs Director, is responsible for managing grants for the Tribe across multiple departments (Cultural Resources, Environmental, Public Safety, Economic Development, etc.) and has worked in this capacity for five of the ten years she has worked for the Tribe. Grants management activities include scheduling work plan execution, ensuring procurement policies are followed, drawing funds, documenting expenses, tracking progress, and filing required reports with the granting agency. Due to Mrs. Muir's status as a salaried position within the Tribal Government, staff funding for the management of this award is not requested.

Under general direction of the Tribal Public Safety Department Director, two (2) **Tribal Public Safety Department Captains** will maintain oversight and lead the activities of Public Safety and Dispatch. They will provide direction to meet Tribal goals and coordinate with other service areas, agencies, boards, commissions and the public. The SLATT training courses will provide TPSD Captains with the subject matter expertise necessary to develop and implement the TVTP training program.

4. Sustainability

By attending train-the-trainer courses, the Captains will have the expertise to administer this program to other TPSD staff, in both English and Spanish, which ensures the long-term sustainability of early phase terrorism prevention objectives. CAB workshop fundamentals will be condensed and integrated into existing HR training standards, which guarantees training will

reach Tribal members, TPSD, and the approximately 700 Team Members. The TPSD is one of the longest-standing departments, but has not previously had a terrorism prevention component. After this project, the TPSD Captains will be retained through the existing Tribal Government-funded program and their training will be incorporated into future duties to permanently maintain these integral terrorism prevention activities. This ensures that the funding will outlive the performance period of the grant.

5. Budget Detail and Narrative

Budget Category	Federal Request
Personnel	\$98,000
Fringe Benefits	\$23,520
Travel	\$14,736
Supplies	\$0
Contractual	\$0
Other	\$0
<i>Total Direct Costs</i>	\$136,256
Indirect Costs	\$13,626
TOTAL PROJECT COSTS	\$149,882

The budget for the proposed work plan consists of personnel support and training programs for those personnel. The Tribe plans to hire and train two (2) Captains who will serve within the Tribal Public Safety Department (TPSD). The Tribe anticipates compensation for these positions to be approximately **\$70,000 annual salary** (~\$33.65/hour per the current pay scale of the TPSD). The Captains will be tasked with undergoing a training program to **prepare, protect, and disrupt** the influence of terrorist recruitment initiatives in the community. Once trained, the Captains will develop a comprehensive program to **train** Tribal Members and staff to recognize the signs of this activity and build community resilience

against terrorism. To accomplish this, the TPSD Captains will commit approximately 35% of their annual working hours (0.35 FTE) over the two-year period of performance, as described below:

TPSD Captain Training (Salary Costs)

During the period of performance, two TPSD Captains will attend four (4) training sessions. This will include preparation, including researching available course sessions, material and registration, booking lodging and air travel, and ensuring per diem is issued. These activities are estimated to require approximately 160 hours for each training session. In addition, the Captains will attend the training, which will require up to 40 hours per training session. **Total hours for preparation and attendance of four (4) training courses = 480 hours.**

Two (2) TPSD Captains will undergo the training @ approximately \$33.65/hour = **\$32,304**

TPSD Captain Training (Travel/Training Costs)

For the purposes of this project, the training session costs were calculated based on the best available information for each component. To ensure adequate budget is allocated, the training location was set in Washington, D.C.

- Course registration costs were estimated at \$150 each. Four (4) courses will be attended by each TPSD Captain as part of this project. **Registration costs \$1,200.**
- Round-trip mileage for the TPSD Captains to travel from their place of work (Coachella, California) to the Palm Springs Airport (Palm Springs, California) was obtained through Google maps and is estimated at 45 miles roundtrip per trip. Four (4) trips will be taken

Twenty-Nine Palms Band of Mission Indians
Fiscal Year 2020 Targeted Violence and Terrorism Prevention (TVTP) Grant Program

as part of this project. GSA rates for Personally-owned vehicles for fiscal year 2020 are \$0.575/mile. **Mileage costs \$208.**

- Round-trip flight cost (Palm Springs to Washington, D.C.) is estimated at \$650 per trip. Four (4) trips will be taken as part of this project. **Airfare costs \$5,200.**
- Per diem was estimated using GSA 2020 rates for two travel days (@ \$57 per day) and two training days (@ \$76 per day). Four (4) trips will be taken as part of this project. **Per diem costs \$2,128.**
- Lodging costs were estimated using GSA 2020 lodging rates for the Washington, D.C. area. The highest cost was used to ensure sufficient budget is provided (\$250/night for 3 nights per trip). **Lodging costs \$6,000.**

Development of Training Program (Salary Costs)

After receiving training, the two (2) TPSD Captains will each commit approximately 12 weeks (480 hours) on review of the training course materials and development of a training program to educate tribal members and staff. During this time the TPSD Captains will be developing training presentations and an evaluation survey to determine participant understanding. In addition, they will begin working with the Tribe's Human Resources Department to establish a schedule to ensure all Tribal members and staff receive the training.

Preparation and development of training course is estimated at **480 hours.**

Two (2) TPSD Captains will develop the training course @ approximately \$33.65/hour = **\$32,304**

Implementation of Training Program (Salary Costs)

Once the TPSD Captains have prepared the training course for implementation, approximately twelve (12) one-hour sessions will be conducted over approximately two months. In addition, the TPSD Captains will reserve the training room, arrive early, set up presentation, sign in attendees, and answer questions after the training. After each training session, the Captains will evaluate the results of the training evaluation survey to determine participant understanding and adjust course content, as needed. This evaluation/adjustment cycle is an important process for the trainers' skill development. The Captains will also utilize this time to ensure that all Tribal members and staff have attended the training, adding sessions as necessary.

Including preparation time, this task is estimated to require **496 hours.**

Two (2) TPSD Captains will present the training course @ approximately \$33.65/hour = **\$33,392**

Fringe Benefits

The Twenty-Nine Palms Band of Mission Indians implements a 24% fringe benefit cost for all staff. Fringe benefits provided by the Tribe include medical, dental, and vision benefits, 401k, and life insurance. **Fringe benefit costs for this project are \$23,520.**

Indirect Costs

the Tribe has applied a de minimis indirect cost rate of 10% to the budget of this proposed work plan. The Tribe accepts a 10% de minimis rate because it has never received a negotiated indirect cost rate and does not have one in negotiations (see attachment).

Since direct costs total \$136,080, **indirect costs for this project are \$13,608.**

Logic Model					
Resources (Inputs)	Activities	Outputs	Outcomes (short and long term)	Evaluation	Needs
TPSD Office TPSD Director Tribal Programs Director Tribal Council	Conduct interviews of qualified candidates who have experience countering violent extremism and targeted violence through education	Two (2) TPSD Captains will be hired to attend training and perform TVTP awareness raising	Two hired Captains with background in domestic terrorism prevention Personnel dedicated to targeted violence and terrorism prevention, teaching Tribe and employees	Number of TPSD Captains hired and retained	Lack of capacity to prevent violent extremism and domestic terrorism in community
Tribal Emergency Response Commission (TERC) Tribal Emergency Response Plan	TPSD Captains will attend SLATT courses covering domestic terrorism prevention	Four (4) SLATT training workshops will be attended by the two newly hired Captains	Staff will learn how to counter violent extremism influences, and understand how to administer training to community Captains will train other TPSD officers on targeted violence and terrorism prevention	Pre/post workshop evaluation of knowledge retained	Lack of staff with knowledge and expertise countering violent extremism and domestic terrorism education and outreach strategies
Portable emergency “mass care” shelters Reservation-wide digital radio system	Conduct Community Awareness Briefing (CAB) workshop to Tribal members and employees	Twelve (12) 1-hour workshops conducted for 700 employees and 25 Tribal members, to develop an understanding of targeted violence and terrorism	Tribal members and employees will able to identify violent extremist behavior in community Use of strategies by Tribe and employees strengthen resilience to radical influences	Number of training sessions conducted and pre/post workshop survey indicating whether awareness raised	Tribal members and employees do not have the ability to identify and prevent extremist behaviors
Human Resources department	Integrate CAB awareness workshop principles into new-employee orientation training through accessible multimedia	One (1) completed training document (English and Spanish) to be used in new employee orientation	New employees will be aware of targeted violence and terrorism identification in the work place and at home Targeted violence and terrorism prevention capacity will be built for future	Tribally approved training presentation	Lack of established training regimen to continue targeted violence and terrorism prevention education and outreach into the future

OTVTP Implementation & Measurement Plan

You should modify the Implementation & Measurement Plan (IMP) template to the number of outcomes your specific project requires. For *each* outcome in the IMP, create an Implementation Plan table *and* a Measurement Plan table. Please use the definitions provided in the IMP guidance document when crafting your plan. Draft, in the box below, the overarching goal statement for the project. Following completion of the IMP, each grantee is expected to complete the Risk Assessment & Mitigation Plan in Appendix A.

In the Implementation Plan table:

- Type each activity in a separate row; add as many rows as needed.
- Arrange activity rows chronologically by the start date of the activity.
- This IMP should span both years of performance under this grant program.

In the Measurement Plan table:

- Type each outcome indicator in a separate row.
- Include indicators that will help measure the results of the project; it is not necessary to have more than one indicator if that indicator sufficiently measures results.
- Identify and/or design data collection methods to be used to obtain the data that will be reported on quarterly.
- Ensure attention to collection of data that can be broken down by sex and age of project participants or beneficiaries.

NOTE: Data collection methods should be specific and timebound. Any expenses incurred from the collection of data must come from the grant already awarded. No additional funds will be made available by DHS for this purpose.

Organization Name	Twenty-Nine Palms Band of Mission Indians
Project Title	Training and Awareness Raising
Grant Number	DHS-20-TTP-132-00-01
Grant Implementation Period:	10/1/2020 -9/30/2022
Reporting Period:	

Project Goal Statement

- The ultimate goal of this project is to strengthen the Twenty-Nine Palms Band of Mission Indians Tribal community and Tribal employee community resilience to persuasive violent extremist messages through education and outreach in order to prevent targeted violence and terrorism. The Tribe will achieve this goal by using funding to hire two TPSD Captains, with at least one fluent in Spanish, and sending them to State and Local Anti-Terrorism Training (SLATT) courses. These courses teach participants terrorism prevention according to preparation, protection, disruption, and training fundamentals. The Captains will utilize this newly acquired knowledge by making the community aware of extremist threats, by researching the latest information and then conducting their own community awareness briefing (CAB) workshops for Tribal members and Tribal employees. Workshops will be conducted in both English and Spanish, and designed to help participants develop an understanding of violent extremist recruitment tactics and explore ways to prevent such threats at the local level. CAB's will increase overall community resilience to radicalization influences.

Target Population

- The target population for the proposed program consists of Tribal members, and Tribal government and enterprise employees. There are 25 members of the Twenty-Nine Palms Band of Mission Indians. Tribal member ages range from children to elders, and are nearly equal in gender between male and female. Adult members are employed in a variety of professions within the greater community. Tribal employees range from 18 to over 65 years old, come from diverse backgrounds, and are divided nearly equally between gender. A significant number of these individuals speak Spanish as their primary language.

OUTCOME 1: *Hiring two TPSD Captains dedicated to targeted violence and terrorism prevention, teaching Tribe and employees.*

Mid-Term Outcome 1.1: Two Captains hired by the TPSD

OUTCOME 1 IMPLEMENTATION PLAN

Activity	Inputs/Resources	Time Frame	Anticipated Outputs	Progress Reporting (Complete for Progress Report Only)
Work with HR Department to advertise Captain positions	TPSD Director HR Department	9/30/2020- 10/31/2020	Job advertised internally and externally through relevant websites	
Conduct interviews of qualified candidates who have experience countering violent extremism and targeted violence through education	TPSD Director HR Department	11/1/2020- 11/30/2020	Candidates selected for interview dates	
Select appropriate candidates to fill position	TPSD Director	12/1/2020- 12/31/2020	Positions offered to selected candidates	
Newly hired TPSD Captains will complete all employment paperwork, orientation, and 90-day probationary period	TPSD Director TPSD Captains	1/1/2021- 3/31/2021	Captains will begin work	

OUTCOME 1 MEASUREMENT PLAN

Outcome Indicator(s)	Data Collection Method and Timeframe	Results <i>(Complete for Progress Report Only)</i>
Captains will have signed employment paperwork and documentation of paychecks.	Paperwork filed with Human Resources Department by 12/31/2020	

OUTCOME 2: TPSD Captains will have attended all four (4) offered SLATT Trainings

Mid-Term Outcome 2.1: Two trainings attended by the Captains

Mid-Term Outcome 2.2: Two trainings attended by the Captains

OUTCOME 2 IMPLEMENTATION PLAN

Activity	Inputs/Resources	Time Frame	Anticipated Outputs	Progress Reporting (Complete for Progress Report Only)
Captains will research available course sessions for training #1, then book training, and make travel arrangements	TPSD Captains TPSD Director	4/1/2021- 4/30/2021	TPSD Captains will have all travel documentation approved and booked	
Captains will travel to training #1 location, attend training course	TPSD Captains	5/1/2021- 6/30/2021	TPSD will have attended training and write a summary of the training	
Captains will research available course sessions for training #2, then book training, and make travel arrangements	TPSD Captains TPSD Director	7/1/2021- 7/31/2021	TPSD Captains will have all travel documentation approved and booked	
Captains will travel to training #2 location, attend training course	TPSD Captains	8/1/2021- 9/30/2021	TPSD will have attended training and write a summary of the training	
Captains will research available course sessions for training #3, then book training, and make travel arrangements	TPSD Captains TPSD Director	10/1/2021- 10/31/2021	TPSD Captains will have all travel documentation approved and booked	
Captains will travel to training #3 location, attend training course	TPSD Captains	11/1/2021- 12/31/2021	TPSD will have attended training and write a summary of the training	
Captains will research available course sessions for training #4, then book training, and make travel arrangements	TPSD Captains TPSD Director	1/1/2022- 1/31/2022	TPSD Captains will have all travel documentation approved and booked	
Captains will travel to training #4 location, attend training course	TPSD Captains	2/1/2022- 3/31/2022	TPSD will have attended training and write a summary of the training	

OUTCOME 2 MEASUREMENT PLAN

Outcome Indicator(s)	Data Collection Method and Timeframe	Results (Complete for Progress Report Only)
Training #1: TPSD will provide documentation that includes: record of attendance, travel receipts, and written training summary	Documentation will be submitted to TPSD Director by 6/30/2021	
Training #2: TPSD will provide documentation that includes: record of attendance, travel receipts, and written training summary	Documentation will be submitted to TPSD Director by 9/30/2021	
Training #3: TPSD will provide documentation that includes: record of attendance, travel receipts, and written training summary	Documentation will be submitted to TPSD Director by 12/31/2021	
Training #4: TPSD will provide documentation that includes: record of attendance, travel receipts, and written training summary	Documentation will be submitted to TPSD Director by 3/31/2022	

OUTCOME 3: TPSD Captains will have developed and administered a training program to educate Tribal members and employees on targeted violence and terrorism prevention.

Mid-Term Outcome 3.1: TPSD Captains have gained initial knowledge on developing Community Awareness Briefing (CAB) training program

Mid-Term Outcome 3.2: Tribal members and staff are educated on targeted violence and terrorism prevention

OUTCOME 3 IMPLEMENTATION PLAN

Activity	Inputs/Resources	Time Frame	Anticipated Outputs	Progress Reporting (Complete for Progress Report Only)
<i>Develop CAB training presentation</i>	<i>TPSD Captains TPSD Director</i>	<i>4/1/2022- 6/30/2022</i>	<i>CAB training presentation approved by TPSD Director</i>	
<i>Coordinate with HR Department to schedule CAB trainings to cover all Tribal members and employees</i>	<i>TPSD Captains TPSD Director HR Department</i>	<i>4/1/2022- 6/30/2022</i>	<i>Training schedule developed and posted. Individuals scheduled for training date.</i>	
<i>Administer CAB training in twelve (12) sessions over 3-month period</i>	<i>TPSD Captains</i>	<i>7/1/2022- 9/30/2022</i>	<i>CAB training session sign-in sheets</i>	
<i>Work with HR Department to insert a condensed CAB training presentation into existing new-hire orientation</i>	<i>TPSD Captains TPSD Director HR Department</i>	<i>7/1/2022- 9/30/2022</i>	<i>Updated new-hire orientation presentation that includes elements of CAB training</i>	

OUTCOME 3 MEASUREMENT PLAN

Outcome Indicator(s)	Data Collection Method and Timeframe	Results (Complete for Progress Report Only)
Awareness raised among Tribal members and staff about targeted violence and terrorism prevention	Pre and post workshop survey administered to attendees gauging level of awareness	

APPENDIX A: RISK MANAGEMENT PLAN

The following risk assessment chart is designed to assist in the identification of potential occurrences that would impact achieving project objectives, primarily those originating externally and that are outside of the organization's control. Risks could include, but are not limited to economic, social, or political changes; changes to planned partnerships; legal or compliance changes; or other risks unique to this project. Use the chart below to identify these risks; add additional rows if necessary.

Risk Identified	Likelihood of Risk Occurring (low/medium/high)	Risk Analysis (brief assessment of the impact the identified risk could/would have on the project)	Risk Management Plan (plan to minimize the impact that the risk presents to the project and adjustments to be made if the risk transpires)
Lack of qualified candidates for hiring TPSD Captains	low	The Tribe would need to amend the work plan to execute the program if they were unable to find suitable candidates.	The Tribe will distribute the job posting to all major job search websites and law enforcement job boards. If qualified candidates cannot be hired, the TPSD Director and support staff will execute the grant work plan. This would detract from the normal job duties of these personnel.
Lack of bilingual candidates for at least one (1) of the positions	low-medium	The TPSD Captain would be unable to conduct the training to the Spanish-speaking community.	The job posting will clearly state fluency in Spanish as a preferred qualification for the position. If a bilingual candidate cannot be hired, the TPSD will coordinate with the HR department to provide Spanish translation for all Community Awareness Briefings. An interpreter will also be considered as budget allows.
One or both of the TPSD Captains are unable to pass the Tribe's mandatory background investigation	low	The individual would be ineligible for employment. Alternative candidate(s) may not have the preferred skills as initial candidate. This could delay proposed grant activity timeframes.	An alternative individual would be selected. Job posting will explicitly state certain misdemeanors and all felony convictions are disqualifying.

Training/travel not available due to COVID-19 and/or related restrictions on gatherings and travel	medium	The TPSD Captains are not able to travel to the training location(s) due to COVID-19 travel restrictions at the city/state where the training is held. This includes flight, hotel, and state border crossing. The TPSD Captains are not able to attend in-person class sessions due to proximity restrictions.	Alternative forms of training may be implemented including: online meetings, conference calls, remote course assignments, and others.
Tribal members and/or staff individuals miss scheduled training session	high	It can be anticipated that when conducting a training program for a large group, some individuals may not be able to attend their scheduled session. This would result in a group which has not received the training. These individuals would lack the knowledge shared in the training until the issue is corrected.	In preparation for missed training sessions, the TPSD Captains will work with the HR department to schedule most individuals to take the training in the first six (6) sessions. The remaining six (6) sessions will be utilized to train any individuals who did not attend their initially-scheduled session.



EDWARD BENNETT

DIRECTOR OF TRIBAL
PUBLIC SAFETY/CHEIF
OF TRIBAL POLICE

CONTACT

46-200 HARRISON PLACE,
COACHELLA, CALIFORNIA 92236

(b)(6)

OBJECTIVE

To protect Tribal members, staff, and visitors on the Twenty-Nine Palms Band of Mission Indians Reservation lands

PROFESSIONAL SKILLS PROFILE

- Knowledgeable and experienced law enforcement and security professional
- Successful leadership background in Investigations, Security, Special Weapons and Tactics, Counter terrorism, Media Relations, Advanced Officer Training, etc.

EXPERIENCE

DIRECTOR OF TRIBAL PUBLIC SAFETY/CHEIF OF TRIBAL POLICE

TWENTY-NINE PALMS BAND OF MISSION INDIANS
COACHELLA, CALIFORNIA | MARCH 2020 - PRESENT

In a management-level position currently directing and coordinating public safety activities for all Tribal entities and members. These responsibilities include grant writing, research, preparation of grant applications/proposals, administration of grant awards, and enforce compliance with federal regulations.

- Plan, coordinate, supervise, and evaluate Public Safety Department operations
- Develop policies and procedures for the Department mandated by law to plan and implement a Public Safety program for all Tribal land
- Ensure tribal laws and ordinances are enforced and that public peace and safety is maintained
- Coordinate special investigations and internal investigations
- Review evidence, witnesses, and suspects in criminal cases
- Direct activities and prepare budgets for the department
- Coordinate and supervise the training, assignment, and development of subordinates
- Command force during emergencies such as fires and riots
- Prepare and submit period reports
- Address various groups to inform the public of goals and operations of department
- Direct and organize duties and responsibilities of Tribal Emergency Response on Tribal Land
- Work with EPA office and HAZMAT for the proper disposal of toxic waste removal
- Cooperate with County, State, and Federal law enforcement and coordinate activities with supervisors of other departments
- Write grant proposals for various tribal programs in coordination with the Tribal Grants Administrator, Tribal Director of Finance, and Tribal Council
- Ensure compliance with all Minimum Internal Control Standards (MICS) as well as all Tribal Internal Control Standards (TICS)
- Present a positive image of the Tribe to its guests and vendors



EDWARD BENNETT

DIRECTOR OF TRIBAL
PUBLIC SAFETY/CHEIF
OF TRIBAL POLICE

SKILLS, ACHIEVEMENTS, AND CERTIFICATIONS

- TOP SECRET SECURITY CLEARANCE (2004 - 2006)
- POLICE OFFICER STANDARDS & TRAINING (POST) CERTIFICATIONS
- BASIC, INTERMEDIATE, ADVANCED
- SUPERVISORY
- SWAT OPERATOR/SNIPER - 6 YEARS (SWAT ACADEMY TOP GUN - 2011)
- FIELD TRAINING OFFICER - 6 YEARS
- FIREARMS INSTRUCTOR/RANGE MASTER/RIFLE & SUB-MACHINE GUN INSTRUCTOR
- DEFENSIVE TACTICS INSTRUCTOR
- PRESS INFORMATION OFFICER (PIO)

POLICE LIEUTENANT

ESCONDIDO POLICE DEPARTMENT
ESCONDIDO, CALIFORNIA | NOVEMBER 2017 - MAY 2020

TRAINING DETECTIVE SERGEANT

ESCONDIDO POLICE DEPARTMENT
ESCONDIDO, CALIFORNIA | JANUARY 2017 - NOVEMBER 2017

PATROL SERGEANT

ESCONDIDO POLICE DEPARTMENT
ESCONDIDO, CALIFORNIA | JANUARY 2015 - JANUARY 2017

POLICE OFFICER

ESCONDIDO POLICE DEPARTMENT
ESCONDIDO, CALIFORNIA | MAY 2008 - JANUARY 2015

SPECIAL AGENT SUPERVISOR/TASK FORCE COMMANDER

CALIFORNIA DEPARTMENT OF JUSTICE, CRIMINAL
INTELLIGENCE BUREAU (SAN DIEGO JTTF) | MAY 2004 -
MAY 2006

SPECIAL AGENT SUPERVISOR/TASK FORCE COMMANDER

CALIFORNIA DEPARTMENT OF JUSTICE, CRIMINAL
INTELLIGENCE BUREAU (SAN DIEGO JTTF) | MAY 2004 -
MAY 2006

SPECIAL AGENT

CALIFORNIA DEPARTMENT OF JUSTICE, BUREAU OF
NARCOTIC ENFORCEMENT | MAY 2001 - MAY 2006

POLICE SERGEANT

FOSTER CITY POLICE DEPARTMENT, FOSTER CITY,
CALIFORNIA | MAY 2000 - MAY 2001

POLICE OFFICER

FOSTER CITY POLICE DEPARTMENT, FOSTER CITY,
CALIFORNIA | JANUARY 1997 - MAY 2000

EDUCATION

MASTER OF PUBLIC ADMINISTRATION

NOTRE DAME DE NAMUR UNIVERSITY
2000

BACHELOR OF ARTS

CALIFORNIA LUTHERAN UNIVERSITY
1992

SPECIALIZED INVESTIGATOR BASIC ACADEMY

CALIFORNIA DEPARTMENT OF JUSTICE
2001

P.O.S.T. BASIC POLICE ACADEMY

SAN MATEO, CA
1997

MILITARY POLICE INVESTIGATOR SCHOOL

SAN MATEO, CA
1997

NUCLEAR, BIOLOGICAL, CHEMICAL DEFENSE COURSE

NJ MILITARY ACADEMY
1987

MILITARY POLICE SCHOOL

FORT MCCLELLAN
1984



SHAWN MUIR

TRIBAL PROGRAMS
DIRECTOR
TWENTY-NINE PALMS BAND
OF MISSION INDIANS

CONTACT

46-200 HARRISON PLACE,
COACHELLA, CALIFORNIA 92236

(b)(6)

OBJECTIVE

To protect and preserve natural resources through direction and implementation of environmental programs, while further expanding a personal depth of knowledge and experience in the environmental field.

PROFESSIONAL SKILLS PROFILE

- Knowledgeable in a broad range of environmental issues affecting states and tribes
- Experienced in grant-writing to support environmental programs
- Capable and adept at staff management
- Knowledgeable and experienced in communicating with agency representatives (U.S. EPA, BIA, U.S. Fish and Wildlife Service, tribal governments)
- Carried out multiple environmental projects including open dump clean-ups, invasive species removal, and microbial source tracking
- Background in chemistry and calculus, as well as cell, molecular, evolutionary, and ecological biology
- Fully experienced in multiple environmental laboratory analysis procedures and techniques
- Proficient in MS Word, Excel, PowerPoint, and others
- Great teamwork and cooperative skills

EXPERIENCE

ENVIRONMENTAL COORDINATOR

TWENTY-NINE PALMS BAND OF MISSION INDIANS EPA
COACHELLA, CALIFORNIA | 2015 - PRESENT

In a Director-level position, currently managing all environmental programs operated by the Twenty-Nine Palms Tribal Environmental Protection Agency (Tribal EPA), supervising Tribal EPA staff, and executing assigned responsibilities, including:

- Implementing environmental regulatory programs such as water quality standards, hazardous waste management, and building inspections.
- Writing environmental grant proposals and ensuring completion of all tasks under the approved grant work plans. Completing all grant reporting requirements.
- Seeking opportunities to expand Tribal EPA through new programs (established a new Brownfield program during first year as Environmental Coordinator).
- Building program capacity through funding, training, and technical assistance resources.
- Conducting environmental program planning and analysis.
- Remaining current and knowledgeable on environmental issues in order to advise the Tribal Council.
- Serving as a liaison between the Tribe and outside agencies, and representing the Tribe at conferences and meetings.
- Ensuring compliance with Tribal environmental ordinances.
- Developing, updating and implementing environmental plans, including: Tribal EPA Strategic Plan, Tribal Integrated Waste Management Plan, Non-Point Source (NPS) Assessment, NPS Management Plan, and Hazardous Materials Assessment
- Overseeing collection and analysis of environmental data, as well as data management and archive.
- Developing and implementing Quality Assurance Project Plans.



SHAWN MUIR

TRIBAL PROGRAMS
DIRECTOR
TWENTY-NINE PALMS BAND
OF MISSION INDIANS

ENVIRONMENTAL SPECIALIST

TWENTY-NINE PALMS BAND OF MISSION INDIANS EPA
COACHELLA, CALIFORNIA | 2013 - 2015

As an Environmental Specialist for the Tribal EPA, executed the essential duties of the Twenty-Nine Palms Tribal EPA by designing and implementing programs which protect the Tribal environmental resources. Advised the Tribal Council on environmental issues and carry out Tribal Council decisions. Ensured grant workplans were executed efficiently. Contributed to enforcement of Tribal ordinances and implementation of Tribal plans. Served as a liaison between the Tribe, Tribal EPA, U.S. EPA, BIA, U.S. Army Corps of Engineers, Regional Water Board, Regional Tribal Operations Committee (RTOC) and other Tribal EPAs.

ENVIRONMENTAL SCIENTIST II

TWENTY-NINE PALMS BAND OF MISSION INDIANS EPA
COACHELLA, CALIFORNIA | JULY 2010 - PRESENT

Contributed to the development of a molecular biology assay for the detection of a toxic substance, dioxin, in environmental samples. Functioned as a laboratory scientist in carrying out analysis of environmental samples collected on the Twenty-Nine Palms Reservation. Assisted in collection of surface water and groundwater samples. Validated data using quality assurance practices and organized and maintained all data. Produced quarterly reports for granting agencies (UC San Diego, U.S. EPA, and BIA) summarizing progress and submitting charts, standard operating procedures, and analysis reports as deliverables. Maintained the 29 Palms Laboratory by placing orders for supplies, ensuring the proper function of instrumentation and safety equipment, and performing regular cleaning and organization activities. Attended training courses for grant writing, waste characterization, and food safety managers. Traveled to RTOC meetings to interface with U.S. EPA personnel and project officers as well as other Tribal EPA personnel.

AGRICULTURAL AIDE

CALIFORNIA DEPARTMENT OF FOOD AND AGRICULTURE
PALM DESERT, CALIFORNIA | 2010

In a government-funded pest detection program, responsible for monitoring and maintaining a set route of traps for target exotic insect pests to fruit-bearing trees in the Coachella Valley. Worked independently to properly bait and place traps at calculated intervals, relocating traps to efficiently monitor the area for target insects, and accurately identifying target insects. Responsible for government vehicle operation and maintenance.

EDUCATION

BACHELOR OF SCIENCE (BS) DEGREE IN BIOLOGY
UNIVERSITY OF CALIFORNIA, RIVERSIDE
2009

ASSOCIATE OF ARTS (AA) DEGREE IN LIBERAL ARTS
COLLEGE OF THE DESERT
2007

HIGH SCHOOL DIPLOMA
INDIO HIGH SCHOOL
2000



TWENTY-NINE PALMS BAND OF MISSION INDIANS

46-200 Harrison Place . Coachella, California . 92236 . Ph. 760.863.2444 . Fax: 760.863.2449

May 21, 2020

U.S. Department of Homeland Security
Office for Targeted Violence and Terrorism Prevention
2707 Martin Luther King Jr Ave SE
Washington, DC 20528-0525

[via ND Grants]

To the Office for Targeted Violence and Terrorism Prevention,

I am writing this letter to commit the support of myself, the Director of Tribal Public Safety/Chief of Tribal Police, and the Tribal Public Safety Department (TPSD) to the work outlined in this grant application. The TPSD is a well-established program – with a team of approximately 64 personnel. This department maintains security on the Reservation and ensures the safety of all Tribal members, staff, and visitors to the Reservation. For this reason, the TPSD strives to continue building terrorism prevention and response capabilities to maintain a resilient program and ensure there is no lapse in protection. We have identified a need to develop our terrorism prevention and response capacities. There is a current gap in knowledge in outreach programs necessary to identify and prevent extremist violence in the local community. For this reason, I am supporting the submittal of this grant to enhance the capacities of the TPSD.

I have had over 20+ years of law enforcement experience. In this dynamic and ever-changing field, it is vital to have a team that is knowledgeable of modern terrorism threats. There is a great benefit to retaining two (2) Captains who will be the main point of contact in regards to community terrorism threats. Not only will this project provide additional safety for Tribal members and staff, but will be a bridge between the tribal community and its local residents. Since this project's end goal is to provide training and outreach, its deliverables will long outlive the performance period of the grant – creating a community that is more resilient to terrorist threats.

The TPSD will have my full support in completing this grant work plan – and the program will be assisted by the Tribal Programs Director who manages the implementation of grants for the Tribe. The TPSD is ready to implement this program to provide awareness toward targeted violence and terrorism on the Reservation.

Thank you for your time and consideration,

(b)(6)

Edward Bennett

Director of Tribal Public Safety/Chief of Tribal Police
Twenty-Nine Palms Band of Mission Indians



TWENTY-NINE PALMS BAND OF MISSION INDIANS

46-200 Harrison Place . Coachella, California . 92236 . Ph. 760.863.2444 . Fax: 760.863.2449

CERTIFICATION OF DE MINIMIS INDIRECT COST RATE

The Twenty-Nine Palms Band of Mission Indians (Tribe) proposes to use federal grant funds to pay for indirect costs and has never received a federally negotiated indirect cost rate. The Tribe elects to charge a de minimis rate of 10% of its modified total direct costs (MTDC) which may be used indefinitely. (2 CFR § 200.414) In order to charge a de minimis rate of up to 10% of its MTDC.

The Tribe meets the following eligibility criteria to use the 10% de minimis indirect cost rate:

1. The Tribe has never received a Federally-negotiated indirect cost rate for any federal awards.
2. The Tribe has received less than \$750,000 in direct federal expenditures for the fiscal year requested.
3. The de minimis rate will be applied to the Modified Total Direct Cost (MTDC). This base includes all direct salaries and wages, applicable fringe benefits, materials and supplies, services, and travel.
4. The proper use and application of the de minimis rate is the responsibility of the Tribe.

SUBMITTED BY:

Signature

(b)(6)

Date:

4/22/2020

Name:

Darrell Mike
(Authorized Representative Only)

Title:

Tribal Chairman